

CONSIDERATIONS & CONCEPTS REGARDING:

**PUBLIC EDUCATION EMPLOYEE COMPENSATION
AND
PERFORMANCE APPRAISAL PROGRAMS**

by

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EMPLOYMENT HISTORY

- BS Geology, University of Idaho, 1967
- MS Geology, University of Oklahoma, 1970
- Registered Professional Geologist
- Idaho Secondary Teaching Certificate, Math & Science
- Atlantic Richfield Exploration Geologist
- Tenneco Oil & Gas Exploration Geologist
- Intermountain Gas Company Manager & Affiliated Company Officer
- Sundance Oil Company Officer in Charge of Exploration
- Horn Resources Sr. Vice President, Exploration & Production
- J.R. Simplot Company Director, Energy Natural Resources & on behalf of Mr. Simplot, Chairman of the Board for Six Years, Remington Oil & Gas
- Local, State & National Speaker on Energy Issues, Sources to Consumption
- Participant in the Development of numerous Employee Performance, Evaluation & Compensation Programs

CURRENT EDUCATION SERVICE

- **Commissioner:** Education Commission of the States (Appointed by Governor, only non-governmental commissioner)
- **Board Member:**
 - Northwest Association of Accredited Schools
 - Center for Policy Studies Education Research & Community Development (Idaho State University)
 - University of Idaho College of Science Advisory Board
 - Boise School District Treasure Valley Mathematics & Science Advisory Team
- **Governor's Representative:** Idaho State Geological Survey Advisory Board (eighteen years)
- **Co-Chairperson:** Idaho Army & Air National Guard Recruitment & Retention Advisory Board
- **Co-Chairperson:** U.S. Representative Butch Otter's Service Academy Nominations Selection Committee
- **Member:** IACI & Greater Boise Chamber of Commerce Education Committees
- **Local, State & National Speaker** on Education Issues
- **Board Member:** Gas Technology Institute

PAST EDUCATION SERVICE

- **Member, President, & Vice President:** Boise School Board (twenty-two & one half years)
- **Officer & President:** Idaho School Boards Association
- **Committee Member:** National & Northwest Region School Boards Associations
- **Chairperson:** University of Idaho College of Mines Advisory Board & Boise State University Geology, Geophysics, & Geography Advisory Board
- **Member:** University of Idaho Caine Veterinary Clinic Advisory Board
- **Special University Committees:** Developing Strategic Directions & Funding for Research

MISSION Greater Student Achievement (GSA)

- Recognition: Greatest Opportunity Exists at Home ^{and} in the Classroom

■ Leader, Most Influential, Teacher, Parent

- Strategies to Accomplish (GSA)

- Preparation
- Accountability
- Curriculum
- Training
- Rewards/Incentives/Compensation
- Class Size
- Specific Emphases (NCLB etc.)
- Activities: Non Core, Extra Curricular
- School Governance
- Motivation

Preparation

Academic
Practice

Accountability

Innate
Others Above Self
Desire

Performance

Industry
Education

- Adequate training in evaluation & communication -
- Current results versus desired results -
- Versus future measures -

EVALUATION MODEL

A. The Job (What is to be done?)

Requirements

Overarching Mission

Strategies

Goals

Qualifications

Academic

Experience

Training

Establish Performance Is Satisfactory When

Top Down

Bottom Up

B. Evaluation

Tool

Visits - *formal/informal*

Expectations

Exceeds Standards / Satisfactory

Meets (Satisfactory)

Fails To Meet

C. Actions Derived from Evaluations:

- > No Action**
- > Intensive Staff Development (Term)**
- > Probation (Term)**
- > Removal**
- > Compensation**
- > Job Value Set by:**
 - Market Place, Academic Preparation, Experience**
 - Range of Value Determined**
 - Movement within the Range Based on Experience & Academic Preparation & Success?**
 - Options**
 - Withhold Movement if Under Staff Development or Probation**

*Before you can lead,
you need to know
how to be led*

D. System Requirements

(Teacher Evaluation & Compensation Model)

- > Participant by All Parties in the Job Description & Standards**
- > Joint Development of Evaluation Tools**
- > Intense Evaluator Training & Employee Training to be Evaluated**
- > Numerous Annual Formal Evaluations**
- > Benchmark Established Against Which Measurements Are Maintained**
- > Intense Training in Hiring Practices & Standards by Employer & Potential Employee**
- > Thorough Hiring Process**

Historical Perspective of early 1980's State Effort to Develop a Compensation Program that Recognizes & Rewards Superior Effort & Measurable, Identifiable Results & Motivates Others to Perform in a Similar Manner & Accomplish the Same.

The Goal is to Create & Define a Program that is so Obvious on its Face that Few in the Educational Community can Dispute its Appropriateness. A Program upon which the State can Build & Measure its Success & Acceptance Among the Education Community.

Build a legitimate program that can be implemented on a pilot basis in every district with minimum funding. Rome was not built in a day. Ultimately have a successful program, one that does not deter the brightest from going into teaching. Respect of the education community must be obvious and a tempered understanding of their challenges and opportunities must be evident. Delivering a product that confronts and is adversarial will set the correctness of the committee's effort back by years. To arrive at a workable mechanism and not have it funded will also set the effort back significantly. Better to have turned a skirmish/war into a exciting discovery process than to have a full scale war with a possible manifestation of ill will in the attitudes of those whom you seek to recognize.

Hence: A senior master teacher and junior master teacher concept with recognition, financial increases, and mentoring leadership responsibilities.

PROPOSAL: MASTER TEACHER DESIGNATION

■ Recognize, Compensate, Reward

■ Excellence in Teaching

- Instructional
- Motivational
- GSA
- Developing Life Long Learners
- Parental Relations

■ Senior Master Teacher

Nine years Experience

■ Junior Master Teacher

Five years Experience

■ **Initially Determined By: Outside, and/or Self Nomination**

■ **Evaluation By:**

- **Senior Administrator**
- **Site Administrator**
- **Peer Group**

- **Six Month Observation**

- **Master Teachers Named, Upon Acceptance for Next School Year after Initial Application**

■ **Three Year:**

- **Senior Master Teacher \$5,000 to \$7,000**
- **Junior Master Teacher \$3,000 to \$4,000**
- **Three Year Assignment**

Master Teaching Assignment

Teaching

Mentoring

Training

Visiting Teacher

WHAT DOES THIS ACCOMPLISH?

This: Recognizes Formally, Excellence

- Holds as an Example & Memorializes: Teaching Preparation Techniques, Results & Beliefs
- Provides Motivation for Others
- Keeps Great Teachers Teaching
- Raises Standards & Expectations

This: Creates a process that is not initially seen as threatening but rather open to all & one of impartial judging.

This: Creates a process that recognizes agreed upon excellence & results in commensurate financial & prestigious compensation that will be incentive & motivation for others to strive to achieve.